



**DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY ELEMENT
ALLIED FORCES SOUTHERN EUROPE
FPO AE 09620**

ACAS-BC

30 October 2006

MEMORANDUM FOR ALL US Army Personnel, Allied Forces Southern Europe

SUBJECT: Policy Memorandum #3 – Equal Opportunity

1. Simply stated, I completely support the standards found in Army Regulation 600-20, Army Command Policy, dated 7 June 2006, with regard to not practicing, condoning or tolerating unlawful discrimination or unfair treatment of any sort.
2. Our Army is an equal opportunity champion but we must be vigilant in our sensitivities and awareness of anything discriminatory regarding race, national origin, color, religion or gender. This vigilance applies both on and off duty regardless of location, time of day, or activity.
3. Leaders are obligated to maintain a discrimination-free work environment. Our Soldiers, civilian employees, and family members will treat people, all people, with respect and dignity -- if you don't, you're an abuser and you're wrong. Anyone who identifies an abuser will not be threatened, harassed, or intimidated in any way. Make no mistake -- if you witness or know of any incident in violation of this policy you are empowered, and required, to take action.
4. You, as a Soldier, civilian employee, or family member of AFSOUTH, have the right to present a complaint to the chain of command. Should you feel uncomfortable for any reason with taking this approach you may use alternative channels such as dealing directly with your company, battalion, or brigade EO representative. Handling situations at the lowest level is typically the recommended approach but know that my door is always open.
5. The character of the United States Army is reflected in its diversity -- men and women of different backgrounds, races, religions, charged with standing shoulder to shoulder to do the nation's bidding. There is no place for small-minded behavior that drives wedges between us -- remain shoulder to shoulder unconditionally and we all win.
6. This policy memorandum will be posted on the permanent section of all unit bulletin boards and supersedes all previous EO policies.

DENNIS D. DAWSON
LTC, AG
Commanding

Distribution:

1 each Company, w/copy furnished to each National Support Element